History and Background

Great Lakes Inter-Tribal Council was incorporated in December, 1965. It grew out of the Wisconsin Tribal Chairman’s Association that was formed in 1963, partly in response to the Termination of the Menominee Tribe in 1961, and partly as a tool for discussion and collective action by the tribes who were beginning to flex their muscles and require more accountability and respect from state and federal governments.

There was a time when tribal governments weren’t much more than a figurehead and the real law on the reservations for better or for worse was the Superintendent. The Termination of the Menominee and other tribes in 1961 was an experiment to free Indian people from federal supervision. In the process, those terminated tribes came under the authority of the states, and neither the states nor the tribes were prepared for that. In most cases, and especially here in Wisconsin, the Menominee and other tribes saw more and more inroads on their way of life, their traditions, their culture, and above all their lands that had been promised to them in perpetuity by treaty. In Wisconsin, the other ten tribes came together to communicate and define areas of unity, and where appropriate, to address issues with federal and state governments.

The incorporators of GLITC, the men who signed the organizational papers, were Rev. Mitchell Whiterabbit, Arvid Miller, and Norbert Hill. The original by-laws envisioned a network of tribes and Indian service organizations across the state, including urban service programs that no longer exist. The early days of Great Lakes Inter-Tribal Council were funded as a Community Action Program or CAP program, with some funding from a few programs under Lyndon Johnson’s Great Society concept. It operated various employment and commodities programs for Indian people, using a small staff out of offices at Stockbridge-Munsee.

As the tribes grew in their capacity and needs, GLITC also grew to offer educational services, economic development and planning services, community and other health services, and became a conduit for tribal-state interaction. As GLITC grew, it outgrew its space and from Stockbridge-Munsee it moved to the old school at Bad River. In 1982, it moved to Lac du Flambeau, renting larger facilities as it grew. In 1995, the Lac du Flambeau Tribe built a new building specifically for GLITC, which was soon outgrown, and in 2000, the building was expanded.

The strength of GLITC lies in the support that the member tribes give to the organization, the confidence in the leadership of the Board, and the independence of the tribes. As an organization, we believe in the idea that certain aspects of tribal sovereignty are developed and enhanced through discussion, communication, differing points of view, and respect for each tribe’s way of doing its business. Even as the tribes have
grown their own capacity for identifying and addressing their community needs in their own way, the ability and need of tribes to communicate and share has become easier and faster through electronic communication. GLITC continues to have a role in facilitating inter-tribal data gathering and communication as the tribes develop their relationships with the State and with other tribes. Just as the rest of the world, tribes need more and better information about needs and solutions for their communities. While GLITC started as an organization for mutual assistance and direct services to tribal members just on the reservations within Wisconsin, it now serves and assists tribes across the state and across the Great Lakes region in their quest for a better future.

GLITC member tribes include the following federally recognized tribes:
- Bad River Band of the Lake Superior Tribe of Chippewa Indians
- Ho-Chunk Nation
- Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin
- Lac du Flambeau Band of Lake Superior Chippewa Indians
- Lac Vieux Desert Band of Lake Superior Chippewa Indians
- Menominee Indian Tribe of Wisconsin
- Oneida Nation
- Red Cliff Band of Lake Superior Chippewa Indians
- St. Croix Chippewa Indians of Wisconsin
- Sokaogon Chippewa Community
- Stockbridge-Munsee Community

The day-to-day business -- including program management, financial administration and service coordination -- is conducted from our central office in Lac du Flambeau, Wisconsin. GLITC has employees housed both at the central office and at tribal sites.

The organizational goals and objectives are established with the approval of the Board of Directors, which is comprised of the tribal chairperson or president of each member tribe. The twelve member tribes represent six nations on twelve reservations, a land base of about 1 million acres spanning 45 counties.

Our Vision

Great Lakes Inter-Tribal Council shall be a diligent advocate for the advancement and promotion of tribal nations and communities by honoring the seven-generation perspective.

Our Values

Culture
Respect
Diversity
Collaboration
Teamwork
Stewardship
Board of Directors

Michael Wiggins, Jr., Chairman
Bad River Band of the Lake Superior Tribe of Chippewa Indians
P.O. Box 39
Odanah, WI  54861
Telephone: 715-682-7111

Marlon WhiteEagle, President
Ho-Chunk Nation
W9814 Airport Rd
Black River Falls, WI  54615
Telephone: 800-726-7509

Louis Taylor, Chairman
Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin
13394 W. Trepania Road
Hayward, WI  54843
Telephone: 715-634-8934

Joseph Wildcat, Sr., President
Lac du Flambeau Band of Lake Superior Chippewa Indians
P.O. Box 67
Lac du Flambeau, WI  54538
Telephone: 715-588-3303

Jim Williams, Jr., Chairman
Lac Vieux Desert Band of Lake Superior Chippewa Indians
P.O. Box 249, Choate Road
Watersmeet, MI  49969
Telephone: 906-358-4577

Douglas Cox, Chairman
Menominee Indian Tribe of Wisconsin
P.O. Box 910
Keshena, WI  54134
Telephone: 715-799-5114

Tehassi Hill, Chairman
Oneida Nation
P.O. Box 365
Oneida, WI  54155
Telephone: 902-869-4364

Richard Peterson, Chairman
Red Cliff Band of Lake Superior Chippewa Indians
88385 Pike Lake Road, Hwy 13
Bayfield, WI  54814
Telephone: 715-779-3700

Susan Lowe, Chairwoman
St. Croix Chippewa Indians of Wisconsin
24663 Angeline Avenue
Webster, WI  54893
Telephone: 715-349-2195

Garland McGeshick, Chairman
Sokaogon Chippewa Community
3051 Sand Lake Road
Crandon, WI  54520
Telephone: 715-478-7500

Shannon Holsey, President
Stockbridge-Munsee Community
N8476 MoHeCoNuck Road
Bowler, WI  54416
Telephone: 715-793-4111
The following federally recognized tribes are the members of GLITC:

- Bad River Band of the Lake Superior Tribe of Chippewa Indians
- Ho-Chunk Nation
- Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin
- Lac du Flambeau Band of Lake Superior Chippewa Indians
- Lac Vieux Desert Band of Lake Superior Chippewa Indians (Michigan)
- Menominee Indian Tribe of Wisconsin
- Oneida Nation
- Red Cliff Band of Lake Superior Chippewa Indians
- St. Croix Chippewa Indians of Wisconsin
- Sokaogon Chippewa Community
- Stockbridge-Munsee Community
Great Lakes Inter-Tribal Council, Inc.
Statement of Financial Activities
For the Years Ended September 30

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unrestricted Net Assets:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public support, revenues and other:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and contracts for services</td>
<td>10,257,349</td>
<td>8,439,158</td>
<td>8,463,503</td>
<td>8,726,743</td>
<td>8,138,535</td>
</tr>
<tr>
<td>Contribution and sponsorships</td>
<td>134,600</td>
<td>110,935</td>
<td>110,929</td>
<td>22,293</td>
<td>41,331</td>
</tr>
<tr>
<td>Membership dues</td>
<td>77,000</td>
<td>77,000</td>
<td>70,000</td>
<td>63,000</td>
<td>63,000</td>
</tr>
<tr>
<td>Interest Income</td>
<td>936</td>
<td>770</td>
<td>318</td>
<td>179</td>
<td>236</td>
</tr>
<tr>
<td>Other income</td>
<td>9,778</td>
<td>4,999</td>
<td>119,494</td>
<td>5,583</td>
<td>60,577</td>
</tr>
<tr>
<td>In-Kind revenues</td>
<td>269,896</td>
<td>224,671</td>
<td>277,060</td>
<td>658,904</td>
<td>828,236</td>
</tr>
<tr>
<td>Loss on sale of assets</td>
<td>-</td>
<td>(7,381)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total public support, revenues, and other</strong></td>
<td><strong>10,749,559</strong></td>
<td><strong>8,850,152</strong></td>
<td><strong>9,041,304</strong></td>
<td><strong>9,476,702</strong></td>
<td><strong>9,131,915</strong></td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program expenses</td>
<td>9,525,211</td>
<td>7,603,013</td>
<td>7,689,213</td>
<td>8,117,797</td>
<td>7,771,543</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>1,408,652</td>
<td>1,193,131</td>
<td>1,385,690</td>
<td>1,363,832</td>
<td>1,371,048</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>10,933,863</strong></td>
<td><strong>8,796,144</strong></td>
<td><strong>9,074,903</strong></td>
<td><strong>9,481,629</strong></td>
<td><strong>9,142,591</strong></td>
</tr>
<tr>
<td>Change in unrestricted net assets</td>
<td>(184,304)</td>
<td>54,008</td>
<td>(33,599)</td>
<td>(4,927)</td>
<td>(10,676)</td>
</tr>
<tr>
<td>Net assets, beginning</td>
<td>1,136,304</td>
<td>1,082,296</td>
<td>1,115,895</td>
<td>1,120,822</td>
<td>1,131,498</td>
</tr>
<tr>
<td><strong>NET ASSETS, ENDING</strong></td>
<td><strong>952,000</strong></td>
<td><strong>1,136,304</strong></td>
<td><strong>1,082,296</strong></td>
<td><strong>1,115,895</strong></td>
<td><strong>1,120,822</strong></td>
</tr>
</tbody>
</table>

***At the time of this report the 2019 financial data has not been audited. There is no assurance provided.***
Great Lakes Inter-Tribal Council, Inc.

Statement of Financial Position
For the Years Ended September 30

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalent</td>
<td>351,377</td>
<td>433,622</td>
<td>693,815</td>
<td>899,593</td>
<td>885,391</td>
</tr>
<tr>
<td>Accounts receivable:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td>2,065,008</td>
<td>1,823,767</td>
<td>1,334,295</td>
<td>1,144,844</td>
<td>1,097,571</td>
</tr>
<tr>
<td>Employees</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>7,736</td>
<td>2,801</td>
</tr>
<tr>
<td>Other</td>
<td>1,788</td>
<td>364</td>
<td>25,415</td>
<td>8,252</td>
<td>18,732</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>43,211</td>
<td>63,376</td>
<td>17,022</td>
<td>63,812</td>
<td>55,854</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>2,461,384</td>
<td>2,321,129</td>
<td>2,070,547</td>
<td>2,124,237</td>
<td>2,060,349</td>
</tr>
<tr>
<td><strong>Property and Equipment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building and improvements</td>
<td>38,228</td>
<td>38,228</td>
<td>38,228</td>
<td>38,228</td>
<td>38,228</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>203,305</td>
<td>205,505</td>
<td>206,258</td>
<td>346,025</td>
<td>346,025</td>
</tr>
<tr>
<td>Vehicles</td>
<td>-</td>
<td>-</td>
<td>21,900</td>
<td>21,900</td>
<td>21,900</td>
</tr>
<tr>
<td><strong>Total Fixed Assets</strong></td>
<td>241,533</td>
<td>243,733</td>
<td>266,386</td>
<td>406,153</td>
<td>406,153</td>
</tr>
<tr>
<td><strong>Total Property and Equipment</strong></td>
<td>83,961</td>
<td>51,910</td>
<td>42,842</td>
<td>32,046</td>
<td>51,556</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>2,545,345</td>
<td>2,373,039</td>
<td>2,113,389</td>
<td>2,156,283</td>
<td>2,111,905</td>
</tr>
</tbody>
</table>

**LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>1,429,368</td>
<td>983,242</td>
<td>669,691</td>
<td>763,346</td>
<td>736,930</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>9,137</td>
<td>97,581</td>
<td>109,811</td>
<td>193,536</td>
<td>289,776</td>
</tr>
<tr>
<td>Accrued payroll liabilities</td>
<td>132,305</td>
<td>103,731</td>
<td>168,965</td>
<td>83,506</td>
<td>132,185</td>
</tr>
<tr>
<td>Current portion of long-term debt</td>
<td>22,534</td>
<td>30,046</td>
<td>30,046</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>1,593,344</td>
<td>1,214,600</td>
<td>978,513</td>
<td>1,040,388</td>
<td>1,158,891</td>
</tr>
<tr>
<td><strong>Long-term Liabilities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Long-term debt</td>
<td>22,534</td>
<td>52,582</td>
<td>82,626</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Less: current portion of long-term debt</td>
<td>(22,534)</td>
<td>(30,046)</td>
<td>(30,046)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Long-term Liabilities</strong></td>
<td>-</td>
<td>22,536</td>
<td>52,580</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>1,593,344</td>
<td>1,237,136</td>
<td>1,031,093</td>
<td>1,040,388</td>
<td>1,158,891</td>
</tr>
</tbody>
</table>

**NET ASSETS**

| Undesignated                  | 1,006,743  | 994,465    | 767,126    | 765,232    | 674,524    |
| Designated                    | (54,743)   | 141,839    | 315,170    | 350,663    | 278,490    |
| **TOTAL NET ASSETS**          | 952,000    | 1,136,304  | 1,082,296  | 1,115,895  | 953,014    |

**TOTAL LIABILITIES AND NET ASSETS**

|            | 2,545,344  | 2,373,440  | 2,113,389  | 2,156,283  | 2,111,905  |

***At the time of this report the 2019 financial data has not been audited. There is no assurance provided.***
Programs (listed in alphabetical order)

American Indian Vocational Rehabilitation Program
(Vocational Rehabilitation Training and Outreach)

Tony John, Program Director
Funding $314,900

The purpose of the program is to provide monetary support for the Vocational Rehabilitation for Native American (VRNA) Program and three other tribal vocational rehabilitation programs in Wisconsin to meet the objectives as described below:

A. To foster a strong partnership and service collaboration between Wisconsin Division of Vocational Rehabilitation (DVR) and the Wisconsin tribes.
B. To further the knowledge of cultural needs, wants and differences for the Wisconsin DVR program.
C. Reduce the number of Native Americans with disabilities being declined for Vocational Rehabilitation (VR) services.
D. Increase the number of Native Americans successfully completing Individualized Plans for Employment (IPE)s.
E. Create a higher incidence of employment outcomes and lower unemployment among Native American consumers over time.
F. Provide training and technical assistance to support qualified vocational rehabilitation staff.
G. Create access to basic VR services, as well as including natural medicine and health services.
H. Increase the level of trust and understanding leading to improved collaboration and coordination of services among AIVR and DVR staff members.

The deliverables are indirect for the tribes. This grant provides funding for trainings, education, and conferences for our VRNA staff. We are also able to provide cultural training to our DVR partners and other service providers. We will be 'hosting' DVR staff and tribal liaisons at our local powwows for outreach, and to give them a better understanding of the cultural significance. We did hold our first regional DVR/VRNA/LCOVR meeting after several years. We have scheduled a regional meeting in southern Wisconsin, which will be the first regional meeting ever held in that area. All tribes receive a benefit from this grant. By fostering a strong partnership with DVR, we ensure that our tribal member participants have access to more resources and funds to become successfully employed. We also ensure that DVR at all levels is aware of Native American issues and concerns, and we can work with them to address these issues.

We offer sub-awards to:
- Lac Courte Oreilles Vocational Rehabilitation Program
- Menominee Vocational Rehabilitation Program
- Oneida Vocational Rehabilitation Program

Duration of the grant/program: The grant is issued in one-year increments, per state fiscal year, July to June.
American Indians With Disabilities
(Vocational Rehabilitation for Native Americans)

Tony John, Program Director
Diane Hofstedt, Vocational Rehabilitation Counselor, Central & South Region
(Ho-Chunk north & south)
Karen Johnson, Vocational Rehabilitation Counselor, Western Region
(St. Croix area)
Maria Nevala, Vocational Rehabilitation Counselor, Northern Region
(Red Cliff/Bad River)
Linda Lemeieux, Vocational Rehabilitation Assistant (Red Cliff/Bad River)
Jori Corbesia, Vocational Rehabilitation Counselor, Northeast Region
(Mole Lake, Lac View Desert, Lac du Flambeau)
Kim LaBelle Milek, Vocational Rehabilitation Counselor, Northeast Region
(Lac du Flambeau)
Julie Murray, Fiscal/Administrative/Assistant
Vacant, Vocational Rehabilitation Counselor, Southern Region (Ho-Chunk south)
Vacant, Vocational Rehabilitation Counselor, Northern Region
(Red Cliff/Bad River)
Vacant, Vocational Rehabilitation Assistant, (Black River Falls)

Funding $1,300,000

The Purpose of the program is to provide vocational rehabilitation services to eligible Native Americans living on or near (within the defined service area) the reservation. The individuals must have a documentable disability, be an enrolled member of a federally-recognized tribe, and the disability must make it difficult for the person to find, maintain, or be promoted in a job.

We serve Red Cliff, Bad River, Lac View Desert, Lac du Flambeau, St. Croix, Mole Lake, Forest County Potawatomi, and Ho-Chunk. We also serve tribal members who are enrolled in other federally-recognized tribes living within our service areas.

Fiscal Year 2019 statistics:
229 referrals and applicants
142 served under an Individualized Plan for Employment (IPE)
66 closed successfully, having reached their employment goal.

Direct Consumer Expenses:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Skills/Group</td>
<td>$17,078.17</td>
</tr>
<tr>
<td>Evaluation/Assessment</td>
<td>$40,196.98</td>
</tr>
<tr>
<td>Assistive Technology</td>
<td>$5912.35</td>
</tr>
<tr>
<td>Secondary Education</td>
<td>$63,374.08</td>
</tr>
<tr>
<td>OJT/Work Experience</td>
<td>$19,968.65</td>
</tr>
<tr>
<td>Clothing</td>
<td>$15,529.37</td>
</tr>
<tr>
<td>Child Care</td>
<td>$5290.90</td>
</tr>
<tr>
<td>Tools/Licenses</td>
<td>$44,093.06</td>
</tr>
<tr>
<td>Relocation Costs</td>
<td>$29,329.45</td>
</tr>
<tr>
<td>Service</td>
<td>Amount</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>--------------</td>
</tr>
<tr>
<td>Auto Repair/Purchases</td>
<td>$92,709.52</td>
</tr>
<tr>
<td>Mileage Reimbursement</td>
<td>$14,826.57</td>
</tr>
<tr>
<td>Traditional Healing</td>
<td>$17,421.21</td>
</tr>
<tr>
<td>Telecommunication</td>
<td>$12,363.07</td>
</tr>
<tr>
<td>Contractual – Employment</td>
<td>$675.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$378,768.38</strong></td>
</tr>
</tbody>
</table>

**Duration of the grant/program:** This grant concluded at the end of FY2019. Total funding for the five years was $6,500,000.

**Other notable activities:** Each year the program exists, we try and increase services and create growth to assist as many native people with Disabilities as possible. FY2019 presented us with several challenges: How do grow and what more services can we offer? After continued brainstorming, we developed a partnership with two programs from Bad River. We have partnered with the Bad River Tribal Youth Program and Bad River Food Sovereignty Program.

The VRNA program is providing services to Transitional Students with opportunity to learn how to hunt, fish and gather natural foods in order to supplement their way of living along with learning a trade. The other end of the spectrum allows each individual to learn the traditional values through mentorship offered through the tribal program.

The Food Sovereignty program has given each individual the opportunity to process the foods they have caught, hunted or gathered. This program teaches them to make the most of what they have and not waste.

We have also partnered with Great Lakes Indian Fish and Wildlife Commission, who will not only assist in the areas listed above, but also with assisting our adult consumers with Disabilities and giving them the same opportunity as other individuals.
Breastfeeding: The Traditional Way

Cheri Nemec, Program Director, RDN, CD, CLS, IBC
Funding $137,980

Purpose of the program: The purpose of Breastfeeding: The Traditional Way is to increase breastfeeding duration rates in Wisconsin tribal communities.

Program goals and objectives:
A. Provide lactation training and continuing education for interested tribal health professionals and paraprofessionals
B. Develop American Indian focused breastfeeding promotional materials
C. Establish breastfeeding peer support activities
D. Assist with community breastfeeding education events
E. Provide materials and technical support to interested tribes to implement breastfeeding friendly workplaces

Benefit to individual tribes: Increasing breastfeeding rates is correlated to better health outcomes and lower health care costs for the breastfeeding dyad. The benefits of breastfeeding are dose-related so the longer an infant is breastfed, the greater the health benefits for both mom and baby. Breastfeeding: The Traditional Way has provided interested tribes with resources, education and technical support to enhance current breastfeeding initiatives.

Value of the program:
A. Provided Indigenous Breastfeeding Counselor Training to 14 tribal members (2019) and Certified Lactation Specialist training to 44 members (2017)
B. Created and distributed materials created for indigenous populations including banners, posters, education materials, and children’s books
C. Maintained the Native Breastfeeding Coalition by supporting quarterly meetings and social media platforms
E. Over three-year grant period, funded 47 community events to reach 860 participants across ten tribes.
F. Presented results of three-year effort at National Indian and Native American WIC Conference in Cherokee, NC; Fourth Annual Conference on Native American Nutrition, Shakopee, MN, and Wisconsin Breastfeeding Coalition Summit, Marshfield, WI

Tribes served and approximate number of participants in program:
Breastfeeding: The Traditional Way is available to assist all tribes in Wisconsin. Staff has recorded over 860 contacts at educational events. Educational and promotional materials including banners, posters, and children’s books have been shared with all tribal sites and Gerald Ignace Indian Health Center.

Members from each of the 11 tribes in Wisconsin participate in the Native Breastfeeding Coalition of Wisconsin.

Duration of the grant/program: Funding for this program closed on July 31, 2019.
Economic Development Administration

Vacant, Program Director
Funding $153,000

Purpose of the program: The Economic Development Administration (EDA) program assists member tribes in planning and implementing economic development strategies derived from the member tribes’ own comprehensive development planning.

Program goals and objectives: To develop or update the Comprehensive Economic Development Strategy (CEDs) for GLITC’s member tribes. The CEDS is a five-year, regional economic development plan required by the US Department of Commerce’s Economic Development Administration of all federally recognized Economic Development Districts (EDDs). GLITC’s EDD is comprised of the 11 federally-recognized reservations located in the State of Wisconsin.

Benefit to individual tribes: The CEDS is designed to bring together the public and private sectors in the creation of an economic roadmap to diversify and strengthen regional and tribal economies. The CEDS serves as a guide for:
- Establishing regional goals and objectives.
- Developing a regional plan of action.
- Identifying investment priorities and funding sources.

Once projects are identified and prioritized, tribes can seek economic development grants and funding which can be used for the construction of roads, water, sewer, and other publicly-owned infrastructure or development projects needed to create and retain jobs on reservation lands.

Value of the program: The EDA program assists tribes with identifying projects and developing their strategic plans in accordance with tribal priorities. In addition, the EDA program can help identify and coordinate federal, state, and local resources and funds to optimize the implementation of the CEDS strategic direction/action plan.

Tribes served and approximate number of participants in program: The EDA program has been in transition during FY2019. The outreach activities continue at three levels of tribal economic development: tribal councils, internal development departments, and the tribal development boards. Inventory of tribal priority projects has also commenced and will continue through next fiscal year.

Duration of the grant/program: Calendar year
Eliminating Disparities in Perinatal Health, “Healthy Start”

Linda Ebbert, Program Director
Kelly Allen, Fiscal/Administrative Assistant
Funding $650,000

Purpose of the program: To prevent infant mortality and reduce disparities in perinatal health.

Program approach is to:
- Improve women’s health
- Promote quality services
- Strengthen family resilience
- Achieve collective impact
- Increase accountability through quality improvement, performance monitoring, and evaluation

Program goals and objectives: Healthy Start has 21 objectives to be completed by March 31, 2019:
- 90% of participants will have health insurance.
- 90% of participants will have a documented Reproductive Life Plan.
- 80% Participating postpartum women will receive a postpartum visit.
- 0% of participating women, infants and children from birth to age two will have a medical home.
- 80% of women participants will have a well woman visit.
- 80% of participants will engage in safe sleep behaviors.
- 80% of infant participants ever breastfed.
- 61% of participating infants breastfed at six months.
- 90% of pregnant participants will abstain from cigarette smoking during pregnancy.
- 30% of pregnancies conceived within 18 months of a previous birth.
- 90% of participating children 0-24 months will have well child visits, including immunizations.
- 10% of pregnant participants have elected delivery before 39 weeks.
- 100% of participants receive perinatal depression screening and referral.
- 90% of participants receive follow up services for perinatal depression.
- 100% participants receive intimate partner violence screening.
- 90% participating fathers/partners will demonstrate involvement e.g. attend appointments, classes, and infant/childcare during pregnancy.
- 80% of participating fathers/partners involvement e.g. attend appointments, classes with child 0-24 months old.
- 50% of participants read to their children daily between the ages of 0-24 months.
- Healthy Start will continue to have a fully implemented CAN (community action network).
- 25% of CAN membership is composed of Healthy Start participants.
- Healthy Start will have a quality improvement and performance monitoring process.
**Tribes served:** These dollar amounts reflect number of participants and staff:
- Bad River $95,000
- Lac du Flambeau $105,000
- Menominee $108,000
- Oneida $126,000
- Stockbridge-Munsee $108,000

**Duration of the grant/program:** The Healthy Start grant ended on March 31, 2019.

**Other notable activities:**
- Home visits and office visits conducting lessons from “Family Spirit” which is the first evidence-based Native American curriculum.
- Community events providing education.
- Providing assessments with each Healthy Start participant in order to meet the objectives.

The Healthy Start Program ended March 31, 2019. GLITC did receive carry-over funding to close out their programing.

Lac du Flambeau, Menominee, and Stockbridge-Munsee continued in the program until December 31, 2019.

**Family Foundations Comprehensive Home Visiting (FFCHV)**

**Suzette Rembert, Program Director**

**Vacant, Program Manager, Lac du Flambeau Healthy Families**

**Allie LeSieur, Family Support Specialist, Lac du Flambeau Healthy Families**

**Claudia Castillo, Family Support Specialist/Family Resource Specialist, Lac du Flambeau Healthy Families**

**Kelly Allen, Fiscal/Administrative Assistant**

**Funding $1,573,295**

**Purpose of the program:** The mission of the Home Visiting Program is to protect children through parent education and to enhance the quality of life for all Native families in the Lac du Flambeau Tribal Community.

The Home Visiting Evidence of Effectiveness (HomVEE) review, conducted by Mathematica Policy Research under the guidance of the Department of Health and Human Services (HHS) for the MIECHV Program, has identified 17 home visiting program models that, using rigorous research methods, have demonstrated positive impacts in eight specified domains: child health, child development and school readiness, family economic self-sufficiency, linkages and referrals to services, maternal health, positive parenting practices, reductions in child maltreatment, and reductions in juvenile delinquency, family violence and crime. FFCHV uses Healthy Families American (HFA) and Growing Great Kids Curriculum (GGK).
**Program goals and objectives:**

1. Reduce Poor Birth Outcomes
2. Reduce Child Abuse and Neglect
3. Promote Child Safety, Health, and Development
4. Improve Maternal Health
5. Improve School Readiness and Achievement
6. Reduce Domestic Violence
7. Improve Family Economic Self-Sufficiency
8. Coordinate referrals for community resources and supports through evidence-based home visiting services

**Benefit to individual tribes:** Sub-award Contracts with:

- Bad River $271,298.00
- Burnett County $241,027.00
- Lac du Flambeau $297,556.00
- Sokaogon $185,557.00
- St. Croix $287,634.00

Family Foundations Comprehensive Home Visiting supports the following Federal Benchmarks through Home Visits.

**MIECHV Performance and Systems Outcome Measures (Beginning 10/1/16)**

1. Benchmark 1: Maternal and Newborn Health
   - Preterm Births
   - Breastfeeding
   - Depression Screening
   - Well Child Visit
   - Postpartum Care
   - Tobacco Cessation Referrals

2. Benchmark 2: Child Injuries, Abuse, Neglect and Maltreatment and Emergency Department Visits
   - Safe Sleep
   - Child Injury
   - Child Maltreatment

3. Benchmark 3: School Readiness and Achievement
   - Parent Child Interactions
   - Early Language and Literacy Activities
   - Developmental Screening
   - Behavioral Concerns

4. Benchmark 4: Intimate Partner Violence Screening
   - Intimate Partner Violence Screening
Value of the program: Family Foundations Comprehensive Home Visiting supports and promotes parent child interactions through:

1. Parent Activities
2. Cultural Events including breastfeeding tents at events
3. Collaborating and supporting families through Home Visits
4. Supporting Positive Parenting through Growing Great Kids Curriculum, linking families to community resources, and supplying needed items through incentive programs and Flex Funds.
5. Advisory Boards are implemented in each subaward to collaborate and support the families in each community.

Tribes served and approximate number of participants in program:
As of December 9, 2019, the number of families enrolled in each subaward were:

- Bad River 15
- Burnett County 16
- Lac Du Flambeau 12
- Sokaogon 8
- St. Croix 15

Duration of the grant/program: Year four of ten in the grant cycle.

Other notable activities: Required additional funding for Fiscal Year 2020 to support staff retention by adding:

1. $150,000.00 to a standardized pale scale for all home visiting staff
2. $50,000.00 to support professional development with all home visiting staff
3. Lac du Flambeau will be going through the accreditation process and this will have all subawards accredited through Healthy Families America

Foster Grandparent Program (FGP)

Patricia Takamine, Program Director
Don Lincoln, Fiscal Assistant
Wendy Rozhon, Program Coordinator
Vacant, Volunteer Recruiter
Loretta Metoxen, Inservice tribal historian
Funding $514,559

Purpose of the program: Engage tribal elders 55 and older in volunteer service by serving children and youth in their tribal communities.

Program goals and objectives: Foster Grandparents are role models, mentors, and friends to children with special and exceptional needs, or who are in circumstances that limit their academic, social or emotional development and focuses on the following:

- Develop opportunities for older people willing to share their experience, abilities, and skills for the betterment of their community and themselves to serve children and youth in their communities.
- Ensure that volunteer assignments are consistent with the interests and abilities of the volunteers and the needs of the community served.
- Ensure that volunteers are provided needed orientation, in-service instruction, individual support and supervision, and recognition for their volunteer service.
• Provide reasonable opportunity for community and volunteer involvement and support in development, operation, and appraisal of the FGP project.
• Develop local support to supplement available federal sources and ensure that program expenditures are incurred at the lowest possible cost consistent with the effective operation of the project, as required by Corporation for National and Community Services (CNCS) legislation.
• Collaborate with tribal agencies and organizations involved in the fields of aging and volunteerism.
• Develop a sound, locally controlled senior volunteer program with continuing community
• Increase program participation and sustain financial performance
• Increase goodwill with all stakeholders
• Increase socialization of tribal elders
• Recruit 35 Elder volunteers by June 30th, 2020
• Increase school readiness for at-risk youth
• Increase academic performance of tribal youth
• Increase tribal youth graduation rates
• Preserve tribal traditions

Benefit to individual tribes: Provide needed support to at-risk tribal youth by enhancing and supporting educational and cultural focused youth programs. Increase the quality and health of elder life by promoting socialization and providing fiscal support with stipends for hours served; travel expense reimbursement; and in-services focused on evidenced-based health outcomes for the aging community.

Value of the program:

<table>
<thead>
<tr>
<th>Elder volunteers ages 55+</th>
<th>11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth completing early childhood education programs</td>
<td>29</td>
</tr>
<tr>
<td>Youth demonstrating school readiness gains</td>
<td>16</td>
</tr>
<tr>
<td>Youth demonstrating gains in social/emotional development</td>
<td>17</td>
</tr>
<tr>
<td>Youth participating in Anishinaabe language classes</td>
<td>5</td>
</tr>
<tr>
<td>Youth participating in Lac du Flambeau Family Circles program</td>
<td>5</td>
</tr>
</tbody>
</table>

Infusion of grant dollars into the tribal communities $250,000 (stipends, travel reimbursement, recruitment, local events: 2017-19)

Tribes served and approximate number of participants in program: Tribes participating in FGP program: Red Cliff, Bad River, Lac du Flambeau, La Courte Oreilles, Lac Vieux Desert, and Oneida totaling 11 Elders and 39 Youth served.

Duration of the grant/program: 1/1/2017 – 6/30/2020, Grant renewal 7/1/2020

Other notable activities:
• Reinstituted Volunteer Recognition Event with over 75 attendees
• FGP Volunteers recognized by Senator Tammy Baldwin
• Successful extension of CNCS grant period to meet Volunteer requirements
• Moved from a Federal CNCS designation of GLITC as high-risk to 100% compliant within eight months
• Reinstituting the Lincoln Hills Foster Grandparent Program targeted at tribal youth
• Completed three on-site and two desk review Federal audits with no corrective action identified
Great Lakes Inter-Tribal Epidemiology Center (GLITEC)

German Gonzalez, MD, MPH, FACE, GLITEC Director/Medical Epidemiologist
Meghan Porter, MPH, Program Manager/Senior Maternal and Child Health Epidemiologist
Stephanie Bliss, MS, Epidemiologist
Gifty Crabbe, MPH, Epidemiologist
Valerie Poole, MPH, Epidemiologist
Ha Truong, MPH, Epidemiologist
Traci Buechner, Fiscal/Administrative Assistant
Chalyse Schellinger, Research Assistant I
Jordyn Fink, BS, Administrative Assistant

Funding $787,669

Purpose of the program: GLITEC’s Mission is to support tribal communities in their efforts to improve health by assisting with data needs through partnership development, community based research, education and technical assistance.

Program goals and objectives: Like other tribal epidemiology centers nationwide, GLITEC works to fulfill seven core functions which can be summarized as:

- Collect data and monitor progress towards meeting health objectives
- Evaluate systems that impact health improvement
- Assist communities in identifying health objectives and what’s needed to obtain the objectives
- Make recommendations for targeting services and for improving healthcare delivery systems
- Provide technical assistance
- Conduct disease surveillance and assist communities in promoting public health

Benefit to individual tribes: GLITEC is available to support tribes’ health data needs. Data reports at the community, state, and Area levels are available (community-level reports are not publicly available). Tribes can make requests for special data analyses to support grant application, planning, or program needs. Evaluation services are available, and technical assistance regarding evaluation and public health data usage are provided upon request.

Value of the program: This program provides data at the request of tribes and will assist tribes in generating their own data so that communities may take informed action to improve their communities’ health. Additionally, state- and Area-level data are made available. Technical assistance and evaluation services are provided as well. GLITEC also works at the state and national level to improve data quality and availability for American Indian/Alaska Native communities across the region.

Tribes served and approximate number of participants in program: American Indian/Alaska Native communities in the Bemidji Indian Health Service Area (Michigan, Minnesota, Wisconsin, and Chicago, IL) are served by this program. This included 34 federally-recognized tribes, three IHS Service Units, and four Urban Indian communities.

Duration of the grant/program: The Cooperative Agreement is currently (as of December 2019) in the fourth year of a five-year cycle.
Other notable activities:

- Funding for Meth and Suicide Prevention Initiative (MSPI) and Domestic Violence Prevention Initiative (DVPI) grantee technical assistance is provided via cooperative agreement. GLITEC staff conduct site visits, host conference calls, and are available to provide technical support.
- Funding from the National Institutes of Health is provided via the cooperative agreement; this funding supports public health campaign activities to promote childhood vaccination.
- Work on the *Native Health in the Bemidji Area* factsheet series continued; two factsheets (regarding breastfeeding initiation and duration and race and ethnicity distributions) were completed in calendar year 2019. And additional factsheet regarding traditional breastfeeding practices in Minnesota was produced.
- GLITEC supported data requests related to substance abuse, suicide, maternal and child health and tobacco-associated mortality.
- Over 25 requests for assistance were provided.
- GLITEC staff serve on local, state, and national workgroups to improve data quality and availability.
- Intensive support was provided to a tribe to assist with evaluation of a state grant.
- The first-ever scan of breastfeeding-related law and policy in American Indian communities was completed; an aggregate report and confidential community-specific factsheets are forthcoming.
GLITEC – Bemidji Area Leaders Acting for Change (BALAC)

German Gonzalez, MD, MPH, FACE, GLITEC Director/Medical Epidemiologist
Tyler “Migizii Migwan” LaPlaunt, MS, Program Manager
Ha Truong, MPH, Epidemiologist
Rebecca Cathey, MS, Evaluator
Traci Buechner, Fiscal/Administrative Assistant
Chalyse Schellinger, Research Assistant I
Jordyn Fink, BS, Administrative Assistant
Funding $994,225

Purpose of the program: Bemidji Area Leaders Acting for Change (BALAC) is a Component 2 award of the Good Health and Wellness in Indian Country (GHWIC) grant funded by the Centers for Disease Control and Prevention (CDC). Component 1 awardees are directly funded tribes with the infrastructure and means to maintain this grant in-house. Component 2 awardees are funded tribal agencies that manage the grant and in turn, sub-award out to tribes and offer technical assistance and support as needed to the communities.

Program goals and objectives: The objectives of the GHWIC grant are to:
- Reduce rates of death and disability from tobacco use
- Reduce prevalence of obesity
- Reduce rates of death and disability from diabetes, heart disease, and stroke

Our sub-awardees and mini-grant tribes are working towards these objectives by creating and implementing sustainable policy, systems, and environmental change (PSE) strategies in each of their individual communities. While we may not immediately see a decrease in disease, we are planting the seeds of health and culture with this grant.

Benefit to individual tribes: Tribes in our area have utilized the BALAC funding for a variety of activities, each specific to their own communities. The primary sub-awardees focused on food systems through farmers’ markets, community gardens, seed saving, nutrition education, and cooking classes. We have also seen tribes implement some traditional harvesting and gathering activities, traditional tobacco education along with commercial tobacco cessation, enhanced walkways and trails, and clinic and community-wide referral systems. The activities varied from tribe to tribe and we did our best to allow cultural and traditional activities that fit the scope of the grant.

Value of the program: BALAC in its entirety is funded at $994,225. Throughout the course of this grant there are four primary sub-awarded communities. In 2019 those four sub-awarded communities received $480,000 in grants. In addition, in 2019 the BALAC program also utilized carryover funding from 2018 funds and created nine mini-grants of up to $20,000 per award. The total funding going directly to tribes in 2019 was $656,937.

Tribes served and approximate number of participants in program:

<table>
<thead>
<tr>
<th>Sub-Awards</th>
<th>Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keweenaw Bay Indian Community</td>
<td>$120,000</td>
</tr>
<tr>
<td>Bay Mills Indian Community</td>
<td>$120,000</td>
</tr>
<tr>
<td>Detroit American Indian Health and Family Services</td>
<td>$120,000</td>
</tr>
<tr>
<td>Lac Vieux Desert Band of Lake Superior Chippewa Indians</td>
<td>$120,000</td>
</tr>
</tbody>
</table>
Mini-Grants

- Bad River: $20,000
- Bois Forte: $20,000
- Gun Lake: $19,850
- Lac Courte Oreilles: $20,000
- Pokagon: $19,883
- Red Lake: $17,204
- Menominee: $20,000
- Sokaogon: $20,000
- Stockbridge-Munsee: $20,000

Duration of the grant/program: BALAC is a five-year grant that ended on 09/29/19.

Other notable activities:

- The sub awardees together created a cultural and traditional recipe cookbook to share with the region.
- One of our sub awardees created one of the first ever Tribal Cottage Food Laws.
- We have successfully applied for and have been awarded another Five-year cycle of Good Health and Wellness in Indian Country set to be funded at $1,240,625 per year. With those funds we will expand our primary sub-award communities to seven at $100,000 per community.
GLITEC – Strategic Prevention Framework Partnerships for Success (SPF-PFS)

German Gonzalez, MD, MPH, FACE, GLITEC Director/Medical Epidemiologist
Christina Denslinger, Ph.D., Program Manager/Senior Epidemiologist
Marissa Hogan, MPH, Epidemiologist
Traci Buechner, Fiscal/Administrative Assistant
Full Time Prevention Coordinator at each of four Tribes; Tribal employees paid from grant
Nicole Butt, Ph.D., Evaluator, BEAR Consulting, LLC; Enrolled Member, Oneida Nation
Funding $859,543

Purpose of the program: The Partnerships for Success program aims to use the strategic prevention framework model to address two prevention priorities:
1. Underage drinking (UAD) among youth aged 12-20
2. Decrease prescription drug abuse among persons aged 12-25

Program goals and objectives:
Goals:
1. Promote emotional health and wellness, prevent or delay the onset of, and complications from, substance abuse and mental illness, and identify and respond to emerging behavioral health issues
2. Prevent and reduce underage drinking
3. Prevent and reduce prescription drug and illicit opioid misuse and abuse

Objectives:
1. Reduce underage drinking and prescription drug misuse/abuse
2. Increase perception of harm/risk related to UAD and prescription drug misuse/abuse
3. Increase promotion of emotional health/wellness

Benefit to individual tribes: Under the grant, four sub-awarded communities are funded at $127,295. With these funds, the tribal communities have implemented a variety of cultural-based prevention strategies including but not limited to, talking circles, medicine pouch, hand drum and ribbon skirt making, winter round house, and sweat lodge. Media campaigns have been ongoing to raise community awareness. Lock boxes and medication take-back events target access to prescription drugs. Some highlights include:
- Bad River continued with school-based prevention curriculum, including Too Good For Drugs and All Stars, and began implementing Project Venture
- Lac du Flambeau continued with their Family Circles program and currently have had four cohorts complete the program. They also held a Gathering of Native Americans (GONA) facilitator training
- Lac Courte Oreilles continued with Project Venture, completing many fun experiential activities, such as survival games and an Apostle Island kayak tour and camping trip. They have also held bimonthly Wellness Gatherings, which have seen consistent attendance and have strong community support
Menominee continued with culture camps and began collaborating on a series of Addiction Education Forums. These forums work towards community awareness and education related to addiction and substance misuse and encompass a variety of topics, such as drug trends, Narcan, and human trafficking.

**Value of the program:** Based on the understanding that culture is prevention, the SPF-PFS program supports each sub-awarded community as they engage in culturally-appropriate strategies for prevention guided by the strategic prevention framework and the Inter-Tribal Strategic Prevention Plan.

**Tribes served:** Four tribes were funded through the SPF-PFS grant: Bad River, Lac du Flambeau, Lac Courte Oreilles, and Menominee.

**Duration of the grant/program:** Year four of this five-year grant from the Substance Abuse and Mental Health Services Administration (SAMHSA) ended on September 29, 2019.

**Other notable activities:** In support of the sub-awarded communities’ prevention work, several trainings were provided during the year. In June, a Youth Mental Health First Aid was held for program coordinators and community members. The course is designed to teach participants how to help an adolescent (age 12-18) who is experiencing a mental health or addiction challenge or is in crisis. Additionally, in September, a Technology of Participation (ToP) Facilitation Methods training was held. The training provides three methods to activate group participation through the provision of tools and skills to incite group participation and collaboration; facilitate communication, foster collaboration and cooperation to engage in the exchange of ideas and solutions; and develop action plans that maximize group involvement and commitment.
GLITEC – Tribal Epidemiology Center Infrastructure (TECPHI)/
Bemidji Area Thriving (BAT)

German Gonzalez, MD, MPH, FACE, GLITEC Director/Medical Epidemiologist
Samantha Lucas-Pipkorn, MPH, Program Manager/Senior Epidemiologist
Meghan Porter, MPH, Senior Epidemiologist
Gifty Crabbe, MPH, Epidemiologist
Pasangi Perera, MS, Epidemiologist
Marissa Hogan, MPH, Epidemiologist
Traci Buechner, Fiscal/Administrative Assistant
Chalyse Schellinger, Research Assistant I
Jordyn Fink, BS, Administrative Assistant

Funding $587,872

Purpose of the program: To build public health capacity and infrastructure of the
EpiCenter for disease surveillance, epidemiology, prevention and control of disease, injury,
or disability, and program monitoring and evaluation.

Program goals and objectives:

- Increased collaboration and training on surveillance, epidemiology and data
collection among tribes, tribal organizations and urban Indian organizations
- Increased collaboration and training on the development or strengthening of
culturally relevant, evidence-based chronic disease prevention and other priority
health programs among tribes, tribal organizations and urban Indian organizations
- Increased communication and partnerships among health and non-health sector
partners on chronic disease prevention and other priority areas at the Area and/or
tribal levels
- Increased understanding by tribes, tribal organizations and urban Indian
organizations of the needs and resources in the Area related to chronic disease
prevention and other priority health issues
- Increased collaboration among tribes, tribal organizations and urban Indian
organizations on planning, implementing and evaluating public health programs
and activities
- Increased collaboration and training among tribes, tribal organizations and urban
Indian organizations on identifying and securing funding and managing grants
- Increased numbers of grant writing trainings for tribes, tribal organizations and
urban Indian organizations
- Improved monitoring of health status (e.g., improved surveillance, surveys, access
to and use of public health data)
- Coordinated communication with public health, health care and other sectors of the
community to address chronic diseases and other health priorities (e.g., publication
of reports, data summaries, issue briefs, program evaluation findings and other
communication products)
- Increased implementation of sustainable programs identified from local and Area-
wide assessments
- Increased capacity among tribes, tribal organizations and urban Indian
organizations to incorporate evaluation results into program plans
- Increased numbers of grants applied for and received
• Increased financial support of tribes’, tribal organizations’ and urban Indian organizations’ for chronic disease prevention and health promotion activities
• Data routinely collected, analyzed, interpreted and disseminated by Tribal Epidemiology Centers (TECs) to routinely inform public health programs in Indian country
• Increased access, supported by TECs of tribes’ and urban Indian organizations’ chronic disease prevention and health promotion activities

**Benefit to individual tribes:**
• Increased resources to tribes needing assistance with data acquisition and utilization (technical assistance).
• Training opportunities.
• Funding for data-related projects.

**Value of the program:**
• RPMS training held April 2019. Tribal clinic staff travel was fully covered.
• Hepatitis C and Substance Use Disorder Training for Providers held May 2019. Tribal clinic staff travel was fully covered.
• Introduction to Epidemiology for Health Professionals held June 2019. Tribal clinic staff travel was fully covered.
• Oral health Convening for Health Professionals held October 2019. Tribal clinic staff travel was fully covered.

**Tribes served and approximate number of participants in program**
• All trainings, past and future are open to all 34 tribes and four urban Indian programs to attend.
• The Request for Proposal (RFP) was open to all 34 tribes and four urban Indian programs; future RFPs will be the same.

**Duration of the grant/program:** TECPHI/BAT is a five-year grant – FY19 was the second year of the five-year grant (09/30/17 – 09/29/22).

**GLITEC – Tribal Epidemiology Center Infrastructure (TECPHI)**

**Opioid Supplement**

German Gonzalez, MD, MPH, FACE, GLITEC Director/Medical Epidemiologist
Samantha Lucas-Pipkorn, MPH, Program Manager/Senior Epidemiologist
Marissa Hogan, MPH, Epidemiologist
Traci Buechner, Fiscal/Administrative Assistant
Chalyse Schellinger, Research Assistant I
Jordyn Fink, BS, Administrative Assistant

_Funding $174,286_

**Purpose of the program:** Assessing infrastructure, capacity, gaps, and needs for opioid-related American Indian/Alaskan Native data in the Bemidji Area; developing capacity and technical assistance resources for conducting opioid overdose surveillance in the Bemidji Area.
**Program goals and objectives:**
- Partnering with tribes and key stakeholders to improve surveillance
- Addressing and improving data issues related to racial classification across data systems
- Improving non-fatal overdose data collection
- Improving fatal overdose data collection.

**Benefit to individual tribes:**
- Increased resources to tribes needing assistance with data acquisition and utilization (technical assistance)
- Training opportunities.

**Value of the program:**
- Improved regional American Indian/Alaskan Native opioid-related data that reflects reality.

**Tribes served and approximate number of participants in program**
- All trainings, past and future are open to all 34 tribes and four urban Indian programs to attend.
- Increased resources to tribes needing assistance with data acquisition and utilization (technical assistance).

**Duration of the grant/program:** TECPHI Opioid is a four year grant – FY19 was the first year of the four year grant (09/30/18 – 09/29/22).

**GLITEC – The Tribal Public Health Capacity Building & Quality Improvement Umbrella Cooperative Agreement from the Centers for Disease Control and Prevention (Umbrella Project)**

German Gonzalez, MD, MPH, FACE, GLITEC Director/ Medical Epidemiologist
Stephanie Bliss, MS, Program Manager/ Epidemiologist
Pasangi Perera, MS, Epidemiologist
Rebecca Cathey, MS, Evaluator
Traci Buechner, Fiscal/ Administrative Assistant
Chalyse Schellinger, Research Assistant I
Jordyn Fink, BS Administrative Assistant

*Funding $1,072,000*

**Purpose of the program:** The main purpose of the Umbrella Project is to reduce opioid use through partnerships, data quality improvement projects, and capacity building.

**Program goals and objectives:**
1. Develop a comprehensive regional and tribal Opioid Strategic Plan to assess and address enhanced opioid surveillance, and to aid in the adoption and deployment of evidence-based interventions to improve public health outcomes.
2. Strengthen epidemiological surveillance and public health infrastructure to address issues of data quality and timeliness.
3. Increase the use of evidence-based and culturally appropriate opioid overdose prevention and interventions within tribal and urban clinics.
4. Implement innovative community-based strategies.
Benefit to individual tribes:
- Increased resources and technical assistance to assist in program planning and evaluation for opioid-related data quality projects
- Opportunities for collaboration with state and federal agencies
- Funds availability to directly support opioid/substance use programming for each tribe and urban Indian program.

Value of the program:
- Region 5 Opioid Summit held in July 2019
- Four opioid-related webinars held in January, February, June and August 2019
- Four Community of Practice calls
- Eleven tribes were awarded approximately $36,000 each to implement data quality improvement projects.

Tribes and urban Indian programs served:
- The 2019 Region 5 Opioid Summit was open to all 34 Tribes and four urban Indian programs to attend
- The Request for Proposal (RFP) was open to all 34 Tribes and four urban Indian programs; future RFPs will be the same
- Mini-grant awardees for FY19:
  - American Indian Health & Family Services
  - Fond du Lac Band of Lake Superior Chippewa
  - Match-e-be-nash-she-wish Band of Pottawatomi
  - Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin
  - Lac du Flambeau Band of Lake Superior Chippewa Indians of Wisconsin
  - Lower Sioux Indian Community
  - Menominee Indian Tribe of Wisconsin
  - Red Cliff Band of Lake Superior Chippewa
  - Red Lake Nation
  - Sault Ste. Marie Tribe of Chippewa Indians
  - Stockbridge-Munsee Community

Duration of grant/program: The opioid supplement under the Umbrella Project is a three-year grant - FY19 was the first year of the grant (8/31/2018 – 8/30/2021).

Other notable activities: The Umbrella Project started in September 2018. The first several months of the project were spent hiring staff, finalizing the workplan, and preparing for the first round of mini-grants. During 2019 the Umbrella Project supported a total of eleven mini-grant projects (ten tribal and one urban) in fiscal year 2019 (Round one). Project activities included: integration of electronic health record systems, systems change (using data to inform clinicians and improve services), staff trainings, community events and evaluation of existing programs.

The Round two Request for Proposal was released on November 5, 2019 to all Tribal Chairpersons/Presidents and Health Directors in the Bemidji Area. Two informational webinars were conducted to review the proposal requirements and example projects. The due date for the Round two proposals is December 30, 2019.
The Umbrella Project held a Region 5 Opioid Strategic Planning Summit July 2019 in Bloomington, MN. A total of 114 participants from tribal, state and federal agencies gathered for over two and a half days to share stories, network and develop strategic plan priorities. Four main priorities emerged from the feedback from the participants: communication, funding, recovery, and training. The Umbrella Project will continue to work with tribal communities, state, and federal partners to move the strategic directives forward.
Great Lakes Native American Research Center for Health (GLNARCH)

Amy Poupart, Program Director
Stephanie Thompson, Program Coordinator
Azael Meza, Program Coordinator
Funding $944,531

Purpose of the program:

- Encourage cooperative research linked to reducing American Indian (AI) health disparities
- Increase the number of AI students, scientists, health professionals and organizations engaged in biomedical, clinical and behavioral research
- Build the capacity of both the academic institutions and GLITC to work in partnership to reduce distrust by AI communities and people toward research.

Program Mission Statement - Provide a cooperative structure for the development and implementation of high quality, culturally sensitive, and community-supported research linked to health disparity issues. The structure would facilitate the participation of AI/AN in the research process through training and mentoring opportunities within both academic and community settings.

Program goals and objectives:

- **Aim 1**: Continue to provide support, opportunities, and resources for AI/AN researchers and students.
  - Goals: Continue best practices, expand important initiatives, and foster new partnerships with another NARCH.
- **Aim 2**: Create an environment to increase dialogue between academic partners and tribal communities.
  - Goals: Continue Community and Scientific Advisory Committee (CSAC) advisement, plan events to increase bi-directional communication with Tribal/urban AI/AN communities, and coordinate synergy between community engagement efforts of GLNARCH components.
- **Aim 3**: Update data capture and methods for evaluation, explore inclusion of social media and traditional forms of knowledge building (storytelling) in promotion and evaluation.
  - Goals: Update evaluation surveys to allow for remote data capture, share innovations in assessment across components, employ storytelling model for integrated dissemination of evaluation results across components.

Benefit to individual tribes: GLNARCH offers multiple opportunities for tribal students from middle school to post-doctorate to increase their experience and exposure in health, science and research fields, via free programs such as Indigenous Health and Wellness Days partnered with Madison College and UW-Madison; American Indian Science Scholars Week (ten days) on campus at UW-Milwaukee, touring Marquette University, Concordia University and Medical College of Wisconsin, as well as many other experiences and bench lab work; finally, paid internships for college students at various tribal and academic locations. GLNARCH also provides advocacy/representation for tribes relating to research needs and concerns; training for researchers who wish to
engage in research requested by tribes; assistance to tribes who wish to increase their research capacity or general interest in research, and technical assistance to students or tribal programs as requested.

Value of the program:
- **Phase One**, Indigenous Health and Wellness Days, is formulated based on the needs of the tribe or school that is attending. For instance, a tribal school group needed transportation, and lodging to attend, which GLNARCH has reimbursed or arranged in advance so there is no cost to the attendees; GLNARCH has paid for the drum group that opens the session or pays for the costs of the keynote speaker as well. These costs vary from year to year.
- **Phase Two**, which is the American Indian Science Scholars Program, has a budget of $62,000 plus additional funding of $8,000 for fully vetted chaperones, with a target of 20 Native American student participants. There is no cost for students to attend. All lodging, meals, admissions fees to field trips, transportation, supplies and chaperones are paid through the GLNARCH grant. The average benefit to each student is over $3,000, the benefit of the experiences the ten-day program provides is not quantifiable.
- **Phases Three and Four**, are internships divided into two sections, undergraduate and graduate or above, varying in exact dollar amounts as well. An undergraduate student intern is paid $12/hr for up to 400 hours during a summer internship, which translates to $4,800 each. In addition, a graduate or above level student is paid $15/hr which totals $6,000. The GLNARCH budget can support up to 18 students per fiscal year. Again, the value of experiences and connections created during an internship are not quantifiable.
- **Capacity Building** components also bring resources to tribes to increase readiness for research activities and community engagement to improve health of tribal communities. GLNARCH is also funding a pilot research project with a Wisconsin tribe related to childhood trauma and resiliency.

Tribes served and approximate number of participants in program: GLNARCH programs had 183 tribal student participants from middle school to post-baccalaureate in the 2019 fiscal year. All tribes in GNARCH’s three-state service area are offered and recruited to participate in program activities. Information related to and recruitment for GLNARCH programming is distributed to all tribal newspapers/newsletters, multiple listservs, Tribal Education Directors, and Native American student organizations. Hiring additional staff has allowed the GLNARCH program to greatly expand recruitment and community outreach through attendance of tribal events, such as health fairs, wherein staff has made contact with thousands of tribal members, tribal students, tribal staff and academic partners.

Duration of the grant/program: GLNARCH was awarded a new four-year cycle of funding in 2018 with expanded activities and a pilot research project focused on the Menominee Tribe. Funding for fiscal year 2020 is $945,421.00
Lincoln Hills

Bernie Stevens, Program Director
Funding $89,980.80

Funding Source: Wisconsin Dept. of Corrections

Program goals and objectives:
• To counsel incarcerated youth in preparation for their release
• To instill honorable, traditional behavior skills and communication skills
• To work with and train school staff members to help them better understand Native culture and traditions
• To teach traditional Native American history, culture, traditions and spirituality
• To provide cultural sensitivity and awareness training to selected youth.

Tribes served and approximate number of participants in program: Any tribe who has a minor sentenced to Lincoln Hills School for correctional action.

Rural Infant Health Title V Maternal Child Health Block Grant

Linda Ebert, Program Director
Kelly Allen, Fiscal/Administrative Assistant
Funding $186,328

Purpose of the program: Tribal agencies are encouraged to work with community and state partners to achieve common program goals. Maternal Child Health (MCH) priorities and performance measures address the following:
1. Safety and Injury prevention
2. Healthy Behaviors
3. Mental Health and Healthy Relationships
4. Preventive Screenings and Follow-ups
5. Health Care Access and Quality

Program goals and objectives: Related to Breastfeeding, Safe Sleep, Developmental Screening, Smoking, and Adolescent Injury Prevention (suicide and transportation related injury).

Benefit to individual tribes: Tribes served are Bad River, Lac Courte Oreilles, Lac du Flambeau, Menominee, Oneida, Red Cliff, Stockbridge-Munsee, Sokaogon, and St. Croix. Each tribe receives $14,500 which covers staff salary and supplies to ensure program goals are met.

Tribes served: Tribes’ objectives with strategies:
• Bad River: Safe Sleep, strategy is to coordinate and/or provide trainings to implement safe sleep practices with community groups using common messaging.
• Lac Courte O'reilles: Safe Sleep, strategy is to coordinate and/or provide trainings to implement safe sleep practices with community groups using common messaging.
• Lac du Flambeau: Breastfeeding, strategy is to support workplaces to become breastfeeding friendly.
Menominee: Adolescent Suicide, strategy is to coordinate and/or facilitate evidence-based suicide prevention practices with community groups.

Oneida: Breastfeeding, strategy is to support workplaces to become breastfeeding friendly.

Red Cliff: Safe Sleep, strategy is to coordinate and/or provide trainings to implement safe sleep practices with community groups using common messaging.

Sokaogon: Child Development, coordinate and/or provide developmental screening trainings to medical providers.

Stockbridge-Munsee: Safe Sleep, strategy is to coordinate and/or provide trainings to implement safe sleep practices with community groups using common messaging.

St. Croix: Breastfeeding, strategy is to support workplaces to become breastfeeding friendly.

Duration of the grant/program: Grant is a continuation from year to year, January 1 to December 31. Tribal sites will either stay with same objective or pick a new one for 2020.

Other notable activities: Collaborate with Wisconsin Breastfeeding Coalition and utilize available resources, attend the yearly Maternal Child Health Summit, provide on-site assessment and technical assistance to childcare providers and/or workplaces, conduct trainings and education for the communities, collaborate with the Children’s Health Alliance of Wisconsin, and promote available resources and a system of coordinated referrals and follow-up services.

Senior Companion Program (SCP)

Patricia Takamine, Program Director
Don Lincoln, Fiscal Assistant
Wendy Rozhon, Program Coordinator
Vacant, Volunteer Recruiter
Loretta Metoxen, Inservice Tribal Historian
Funding $351,600

Purpose of the program: Engage tribal elders 55 and older in volunteer service by providing companionship to ease loneliness and social isolation, assist with transportation and light chores, help to serve as eyes and ears to professionals who can intervene in the case of medical or other deterioration on the part of the clients, and give support to informal caregivers.

Program goals and objectives:

- Develop opportunities for elders willing to share their experience, abilities, and skills for the betterment of their community and themselves to help older adults in their communities maintain independence and to provide respite for caregivers.
- Ensure that Elder volunteer assignments are consistent with the interests and abilities of the volunteers and the needs of the community served.
- Ensure that elder volunteers are provided needed orientation, in-service instruction, individual support and supervision, and recognition for their volunteer service.
- Provide reasonable opportunity for tribal community and volunteer involvement and support in development, operation, and appraisal of the Senior Companion Program (SCP) project.
• Develop local tribal support to supplement available federal sources and ensure that program expenditures are incurred at the lowest possible cost consistent with the effective operation of the project, as required by Corporation for National and Community Service's (CNCS) legislation.
• Collaborate with tribal organizations involved in the fields of aging and volunteerism.
• Develop a sustainable locally controlled senior volunteer program.

**Benefit to individual tribes:** Volunteers aid and provide friendship to tribal elders who have difficulty with daily living tasks, such as shopping or paying bills. Their assistance helps these elders retain their dignity and remain independent in their homes rather than having to move to more costly institutional care. This also assists the Tribal Aging Units in meeting Title V and Title VI requirements by aiding, maintaining and sustaining independence for tribal elders in their tribal communities.

**Value of the program:** The following are statistics of volunteers participating and tribal elders served:

<table>
<thead>
<tr>
<th>Description</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elder volunteers ages 55+</td>
<td>40</td>
</tr>
<tr>
<td>Total number of hours served</td>
<td>29,653</td>
</tr>
<tr>
<td>Number of Veteran volunteers</td>
<td>4</td>
</tr>
<tr>
<td>Number of Clients served</td>
<td>49</td>
</tr>
<tr>
<td>Identified issues (non-unduplicated count):</td>
<td></td>
</tr>
<tr>
<td>Alzheimer's</td>
<td>5</td>
</tr>
<tr>
<td>Chronic Care Disability</td>
<td>7</td>
</tr>
<tr>
<td>Emotionally Impaired Adult</td>
<td>2</td>
</tr>
<tr>
<td>Hearing Impaired</td>
<td>11</td>
</tr>
<tr>
<td>Substance Abuse</td>
<td>1</td>
</tr>
<tr>
<td>Visually Impaired</td>
<td>3</td>
</tr>
<tr>
<td>Other Special Needs</td>
<td>23</td>
</tr>
</tbody>
</table>

Total Dollars infused into tribal communities (volunteer stipends, recruiting, mileage and meals expense): $250,000

**Tribes served and approximate number of participants in program:** Red Cliff, Bad River, Lac Courte Oreilles, St. Croix, Lac du Flambeau, Lac Vieux Desert, Sokaogon, Oneida, Menominee

**Duration of the grant/program:** 1/1/2017 – 6/30/2020, Grant renewal 7/1/2020

**Other notable activities:**
- Reinstituted Volunteer Recognition Event with over 75 attendees
- Volunteers recognized by Senator Tammy Baldwin
- Successful extension of CNCS grant period to meet Volunteer requirements
- Moved from a Federal (CNCS) designation of GLITC as high-risk to 100% compliant within eight months
- Completed three on-site and three desk review Federal audits with no corrective action identified
- Increased volunteers from 22 to 40 in less than a year
Small Business Technical Assistance Program

Carolyn LaVake, Program Director
Funding $79,500 State Funds (annually; non-competitive)

Purpose of the program: GLITC’s Small Business Technical Assistance Program (SBTAP) has provided entrepreneurial planning and readiness, small business training, and financial literacy as well as individualized client technical assistance to Native entrepreneurs in eight Wisconsin tribal communities since 2005.

Program goals and objectives: SBTAP’s goal is to provide small business training and technical assistance to facilitate Native small business startup and to create and retain jobs through Native small business development and to support Native Americans in becoming more economically independent and financially secure.

Benefit to individual tribes: Technical assistance was provided to Wisconsin Native American small business entrepreneurs pursuing a wide range of business ventures. Aspiring entrepreneurs and small business owners in need of technical assistance were provided instructional training relative to small business planning, marketing, operations, financial management, and access to capital.

The SBTAP was instrumental in the scheduling and coordination of the second annual Wisconsin Tribal Business and Economic Development Resources Toolbox Tour. The main goal was to hear from all tribal representatives at their respective tribal locations to discuss local business and economic development project plans, priorities and needs.

Value of the program:

- The SBTAP program has reached out to develop a number of partnerships and collaborative activities with tribal community economic development initiatives, state business development programs, the private sector and universities.
- Financial and business skills training.
- Resource and referral.
- The SBTAP program was challenged by staff turnover and under expenditures which have required the funding agency approval of a no-cost extension. The funding agency has approved the extension, updated budget, and revised workplan. Program management is now on track to achieve program deliverables.
- By strengthening relationships, and with continued planning for future funding, the SBTAP is well-positioned for sustainability and growth focused on tribal member needs.
- Consistent and ongoing need for culturally sensitive entrepreneurial development, small business training, technical assistance and financial literacy in Native American communities is essential. SBTAP brings this directly to Wisconsin Native American communities.
Tribes served and approximate number of participants in program: SBTAP serves the following communities:

- Bad River Band of Lake Superior Chippewa Indians
- Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin
- Lac du Flambeau Band of Lake Superior Chippewa Indians
- Lac Vieux Desert Band of Lake Superior Chippewa Indians
- Menominee Indian Tribe of Wisconsin
- Red Cliff Band of Lake Superior Chippewa Indians
- St. Croix Chippewa Indians of Wisconsin
- Sokaogon Chippewa Community
- Stockbridge-Munsee Community

For the months of January through September, the SBTAP provided technical assistance for entrepreneurship start up and general questions to 130 clients. In collaboration with the Teen Prep program, the SBTAP provided financial literacy to 98 teenagers.

The SBTAP accompanied the US Department of Commerce Economic Development Administration Representative on the “toolbox tours.” The week-long tour met with each tribe in the state. The purpose was to build awareness and value-added working relationships among tribal representatives and the EDA funding programs as well as working with the Regional Planning Commissions, the Wisconsin Economic Development Association, the Wisconsin Economic Development Corporation and the Wisconsin Indian Business Alliance (representing the four certified Native Community Development Financial Institutions in Wisconsin).
Supplemental Nutrition Assistance Program-Nutrition Education and Obesity Prevention (SNAP-Ed)

Vacant, Program Director
Kassy Garcia, Nutrition Educator
Tribal Site Staff: Bad River, Mary Jo Wolf
Lac du Flambeau, (serviced by) Kassy Garcia
Red Cliff, Mercie Gordon
St. Croix, vacant
Sokaogon, (serviced by) Kassy Garcia
Stockbridge Munsee, Warren Miller

Funding $339,716

Purpose of the program: To improve the likelihood that persons eligible for SNAP (Food Share) will make healthy food and lifestyle choices that ultimately reduce the incidence of obesity and reduce the likelihood of developing certain diet and lifestyle related chronic diseases. This is accomplished through direct and indirect nutrition education and Policy, Systems and Environment Change (PSE) projects. Activities are evidence-based or evidence-informed and are delivered through individual and group-based strategies, comprehensive multi-level interventions, and/or public health approaches.

Program goals and objectives:

Goal 1: By the end of FY2019, project staff will have provided direct educational programming to more than 4,000 SNAP-Ed eligible children, youth, and adults in six participating tribal communities.

Goal 2: By the end of FY2019, project staff will have worked collaboratively with more than 26 local agency partners and community coalitions to support policy, systems, and environmental changes where direct education is provided.

Participant objectives (behavioral outcomes for SNAP-Ed participants):

1. Follow a healthy eating pattern across the lifespan at an appropriate calorie level to help achieve and maintain a healthy body weight, support nutrition adequacy, and reduce the risk of chronic disease.

2. Shift to healthier food and beverage choices, which includes a variety of vegetables, fruits, grains, fat-free or low-fat dairy, a variety of protein foods (both animal and plant sources), and healthy oils.

3. Limit added sugars as well as saturated and trans fats and reduce sodium intake.

4. Meet the Physical Activity Guidelines for Americans.

Benefit to individual tribes:

1. 4,763 educational contacts were made through a total of 237 direct education sessions in 2019.

2. Indirect education accounted for an additional 7,498 contacts at community events, newsletter distributions, or community displays.

3. Collaborations with 41 distinct partners across the six tribes.

4. Support for nutrition educator/outreach positions serving six tribal sites totaling 3.0 FTE.
5. Provide nutrition education materials, lesson plans, lesson reinforcement items, technical support from GLITC nutritionist and office materials, and computer equipment as needed.

6. Ultimately the reduction of health care costs by decreasing nutrition related risks of chronic disease.

Value of the program:
1. Salary/Benefits for tribal nutrition educators $174,963
2. Materials and Supplies $33,459
3. Training and Education $4,143

Tribes served, and approximate number of participants and educational contacts made:
- Bad River 3,712
- Lac du Flambeau 782
- Red Cliff 1,496
- St. Croix 500
- Sokaogon 400
- Stockbridge-Munsee 757

Duration of the grant/program: SNAP-Ed is renewed annually based on approval of the GLITC Nutrition Education Plan and budget submitted to the DHS SNAP-Ed Coordinator and the availability of funding from the USDA Food and Nutrition Service (FNS).

Other notable activities:
- Each site participated in a PSE project focused on increasing access to healthy foods. Projects included collaborations with schools, clinics, Headstart, home visitation programs, community gardens and food distribution programs. Additional PSE activities included community partnerships to promote access to physical activity resources and increasing active lifestyles, community partnerships to promote appeal for healthy beverages, and worksite wellness initiatives that promote activity, fruit and vegetable intake and healthy beverage consumption.
- GLITC has participated in a multi-sector collaboration with other SNAP-Ed grantees in Wisconsin referred to as the Tribal Nutrition Educator Group (TNEG). This group brings nutrition educators working in tribal communities together to share resources, identify cultural adaptations or gaps in materials and curriculum, and other projects identified by the group.
- Five sites offered the Fit Families Program in their tribal communities for the parents/caregivers of children between ages two and four. This year-long coaching program enrolled 40 children in FY2019.
Supplemental Nutrition Program for Women, Infants and Children (WIC)

Cheri Nemec, RDN, CD, CLS, IBC, Program Director
Tribal Site Staff:  Bad River:  Sue Houle, Gena Jensen
Ho-Chunk Nation:  Serena Jahnke-Berg, Cecilia Oliveira,
Kathy Braaten, Jessica Jennings, Kyla Ripp, Heather
Jerzak
Lac du Flambeau:  Jodi Chapman, Brenda Husing, Michaela
Daubon
Lac Courte Oreilles:  Barb Baker-LaRush
Red Cliff:  Heidi Livingston, Amaris Andrews
St. Croix:  Jackie Churchill, Sandy Johnson, Karli Schroeder
Stockbridge-Munsee:  Anita Mihtukwsun, Casey Rosenberg
Sokaogon Chippewa:  Jamie Bauchnect

Funding $232,699
  WIC Outreach Funding:  $4,240
  WIC Farmers’ Market:  $1,925
  WIC Breastfeeding Peer Counseling:  $11,000

Purpose of the program:  The purpose of the WIC programs is to promote and maintain
the health and well-being of nutritionally at-risk pregnant, breastfeeding and post-partum
women, infants, and children up to age five.  WIC provides nutrition education,
breastfeeding education and support, supplemental nutritious foods, and referrals to other
health and nutrition services.

WIC nutrition education emphasizes the relationship between nutrition, physical activity,
and health.  WIC staff assist the individual who is at nutritional risk in achieving a positive
change in dietary and physical activity habits, resulting in improved nutritional status and
prevention of nutrition-related problems through optimal use of the WIC supplemental
foods and other nutritious foods.  WIC encourages mothers to breastfeed their infants
through breastfeeding education and support for women and their families.

Program goals and objectives:
A.  Maintain monthly participation of 97% of contracted caseload
B.  Attend all state sponsored meetings and trainings
C.  Address corrective actions from most recent Management Evaluation report by the
timeline indicated
D.  Assure accurate documentation and provide nutrition education contacts per policy

Benefit to individual tribes:
WIC provides nutrition education and healthy foods to help families
make healthy choices.  The WIC food package includes fruits,
vegetables, low-fat dairy, and whole grains.  WIC also issues farmers’
market vouchers to increase the consumption of local fruits and
vegetables.  The food package contributes to healthy diets which aid in
reducing obesity and chronic disease.
Research shows that breastfeeding provides numerous health benefits to both the mother and her baby, helping to reduce healthcare costs. Breastfeeding lowers a child’s risk of obesity, type 2 diabetes, and asthma. WIC is the largest public breastfeeding promotion program in the nation, providing mothers with education and support.

Research has shown that the WIC Program has been playing an important role in birth outcomes and containing healthcare costs. It has been found that every dollar spent on prenatal WIC participation can aid in reducing the number of babies born at low birth weight.

**Value of the program:**
- Currently serving 763 participants at ten tribal sites.
- Food packages range from $42 - $190 in value.
- Contracts with tribal registered dietitians (where available) to provide WIC services total $64,400.
- Training and travel costs for staff members for continuing education.
- Direct service provided by GLITC dietitian at four sites.
- Breastfeeding Peer Services provided at four tribes ($8,000 for salaries).
- All associated supplies are provided to sites including: nutrition education materials and incentives, breastfeeding education materials and support materials, medical supplies, office supplies, and computer equipment as needed.

**Tribes served and approximate number of participants in program:**
- Bad River – 54 participants
- Ho-Chunk Nation at Black River Falls, Baraboo, and Nekoosa – 129 participants
- Lac Courte Oreilles – 97 participants
- Lac du Flambeau – 241 participants
- Red Cliff – 76 participants
- St. Croix – 61 participants
- Sokaogon Chippewa – 27 participants
- Stockbridge-Munsee – 78 participants

**Duration of the grant/program:** The WIC program is funded annually through the State of Wisconsin. Funding is based on current participant caseload.

**Other notable activities:** GLITC participated in a state-funded outreach campaign to increase participation and enrollment in the WIC Program. Social media and print ads were used to obtain enrollment leads. Other promotional materials were developed for project use. GLITC participated in the statewide #WICsconsin Enrollment Week in August.
Tribal Disability Benefits Specialist (DBS) Program

Wendall Holt, Program Support Lead  
Ann Cleereman, Disability Benefit Specialist – Lac du Flambeau Office  
Rachel Coughtry, Disability Benefit Specialist – Bad River Office  
Margaret King-Francour, Disability Benefit Specialist – Green Bay Office  
Funding $434,020

Purpose of the program: Tribal Disability Benefits Specialists (DBS) are trained to determine which benefits tribal members, ages 18 through 59, may be entitled to, identify a process to apply for the benefits, provide assistance in the application process, and provide assistance in the appeal process. Typical programs that DBS review are:

- Social Security Disability Insurance (SSDI)  
- Supplemental Security Income (SSI)  
- Medical Assistance (Medicaid)  
- Medicare  
- Food Share  
- Veterans Benefits

Value of the program: For the seven-year period from 2011 through 2018, the monetary impact was $11,416,167 in the eleven tribal communities in which this program provides direct service to tribal members. The monetary impact in tribal communities and other places where tribal members reside reflects the benefit the programs noted above provide for both state and federal programs. The fiscal impact for the period is derived from the 1,266 cases closed with each case averaging $9,323.

Tribes served and approximate number of participants in program: Services are provided to eleven Wisconsin tribes tribal members age 18 to 59 with target groups that have physical, mental or developmental disabilities living on or near the reservations or Tribal Service Area(s). On average from 2011 through 2018 over 147 cases per year were opened.

Duration of the grant/program: Annually renewable contract with the Office of Resource Center Development at the Department of Health Services on a Federal Fiscal year basis ending 9/30/19 – 2019-$433,420 budget allocation including state and federal funds.

Other notable activities: In 2019 the GLITC DBS staff members worked with the DHS Office for Resource Center Development to implement a new and improved 100%-time reporting system negotiated with the Federal government. In 2019 for every $1.00 of State funds spent, the program was able to attract $1.24 of Federal matching percentage. The Project Lead has worked with GLITC and tribal leadership to explore development of a Tribal ADRC to better serve tribal members for Long Term Care Services and Supports.
Tribal “Elder” Benefit Specialist TBS

Tribal Benefits Specialist (TBS)
State Health Insurance Information Program (SHIP)
State Pharmaceutical Assistance Program (SPA)
Medicaid Improvement for Patients and Providers Act (MIPPA)

Mary Wolf, Program Director
Grace Livingston, Tribal Elder Benefits Specialist – Bad River office
Funding $103,400

Purpose of the program: Provides assistance and advocacy for tribal elders (typically age 55 and older) in Wisconsin with their private and government benefits including:
- Medicare
- Social Security
- Medical Assistance
- Consumer problems
- Housing issues, supportive home services
- Veteran’s benefits

Value of the program: This long-established program provides information and assistance to tribal Elders in the areas noted above. The reporting measurements tools from the State of Wisconsin were implemented with significant changes in 2017. Grace is now regularly reporting using this new system. During 2019 the GLITC EBS position opened ten new clients and closed 22 cases. The monetary impact of these cases in the six tribal communities represents $133,315.

Tribes served and approximate number of participants in program: This program serves tribal Elders in:
- Bad River Band
- Forest County Potawatomi
- Lac Courte Oreilles
- Lac du Flambeau
- Red Cliff
- St. Croix
- Sokaogon Chippewa Community

These services are provided through monthly site visits, outreach events, pow wows, one stop shops, elder gatherings, health and wellness fairs and one-on-one counseling. Once the state measurement tools are in place results will be available.

Duration of the grant/program: Annually renewable contract on varying fiscal basis with the Office of Resource Center Development, Wisconsin Department of Health Services.

Other notable activities: Grace has taken on the lead position for the new GLITC Senior Medicare Patrol Program working with her Program Director to support Tribes in Medicare Fraud Waste and Abuse education and Outreach.
Tribal Housing Initiative

Angela Veitch, Program Director
Vacant, Program Coordinator

Funding $99,563

Purpose of the program: American Indians in Wisconsin have a 50% higher mortality rate for all cancers compared to caucasians and the highest cancer rates compared to other American Indian populations in the US. Commercial tobacco policies in many tribal communities throughout Wisconsin are either lax or nonexistent in both workforce and housing settings. Our project will strengthen commercial tobacco policies on reservations and will help tribal communities bring an end to the acceptability of commercial tobacco use. We will accomplish this by replicating a pilot model which was developed in three tribal communities to encourage policy, systems, and environmental (PSE) change specifically within tribal housing authorities (THA). Wisconsin Native American Tobacco Network (WNATN) will change norms around tobacco by:

1. Developing community-driven policies and
2. Designing and disseminating a comprehensive community outreach plan that incorporates educational resources on cultural/ traditional tobacco, dangers of secondhand smoke, and cultural appropriation, e.g. the degradation of traditional tobacco as commercial tobacco.

Program goals and objectives: The product at the end of our three-year project will be three to 11 THAs implementing smoke-free policies with support from their residents and tribal leaders. WNATN’s grassroots model of PSE change begins by identifying tribal wellness coalitions at each tribe, which comprise diverse sectors in the community and have health and wellness as a mission.

The WNATN Director and tribal WNATN representative will request to meet with each tribal council or housing board. At the meeting, we will present our smoke-free housing initiative and request action to:

1. Partner with main coalition to work on the smoke-free initiative or
2. Create a subcommittee to work on the initiative.

The appropriate group will be designated as the Tribal Advisory Board (TAB). Each TAB will begin a dialogue about smoke-free policies with their respective THA and tribal council. The tribal council is the final decision maker, so the TAB would initially request the support to engage with THA to administer tenant surveys. The TAB will then develop a community outreach plan, which is designed to administer the tenant survey or other readiness assessments and disseminate information/resources to increase participation at TAB events and smoking cessation programs.

Benefit to individual tribes: After extensive community outreach, we will invite THA residents to community input sessions to brainstorm ideas for realistic smoke free housing policies. Sessions will be organized to maximize participation by including important cultural components; offering food and a teaching on traditional values from a community member. Ideas generated at these sessions will be used to draft smoke-free housing policies and implementation and enforcement plans at monthly TAB meetings.
Value of the Program: The immediate value of the program to each tribe depends on its chosen level of participation. Approximately $20,000 per tribe is available each grant year. The project will benefit the health of each community’s entire population – children, adults, and Elders – by ensuring a smoke-free environment for families living in tribal housing. The decrease in indoor smoking and secondhand exposure will result in reduced rates of chronic diseases (lung cancer, asthma, heart disease, etc.) among American Indians in Wisconsin and, therefore, healthcare savings in the longer term.

Tribs served and approximate number of participants in program: The target population for this project is American Indians living in the 11 tribal communities in Wisconsin, 44,226 people (US Census 2010). In most tribal communities, especially those in northern Wisconsin, a majority of the reservation’s American Indian population utilize housing services through THAs. These THA entities are structured under US Housing and Urban Development (HUD), but do not follow some of the same policies as HUD, such as the April 2018 national smoke-free policy. We will partner with Wisconsin THAs to promote the national smoke-free decision and coordinate with THA residents to develop similar smoke-free measures.

Duration of the grant/program: July 01, 2018 – June 30, 2021

Tribal Personal Responsibility Education Program (PREP) for Teen Pregnancy Prevention

Lori Hunter, Program Director
Tara Senter, Program Coordinator
Funding $353,406

Purpose of the program: The purpose of PREP for Teen Pregnancy Prevention is to support projects that educate American Indian youth between the ages of ten and 19 years of age, and pregnant and parenting youth under age 21, on abstinence and contraception for the prevention of pregnancy, sexually transmitted infection (STIs) and HIV/AIDS. This grant is funded by the Administration for Children and Families (ACF) – Family Youth Services Bureau (FYSB) and requires local evaluation that is designed by UW Population Health Institute and GLITC. We mainly serve the Lac Courte Oreilles and Stockbridge-Munsee tribes but serve members of other tribes, non-native students and others working within the two tribal communities who reside in Sawyer or Shawano Counties.

Program goals and objectives: In addition to pregnancy and STI prevention, there are six Adulthood Preparation Subjects (APS) that the grant addresses. Grantees choose which one(s) they would like to emphasize: Healthy Relationships, Adolescent Development, Financial Literacy, Open Parent/Caregiver – Child Communication, Educational and Career Success, and Healthy Life Skills. The bolded subjects are emphasized by GLITC Tribal PREP after the communities identified these three as most important through surveys, interviews, and focus groups in 2017, although any of these subjects can and have been used in presentations and/or events.
Benefit to individual tribes: After declining for more than a decade, the teen birth rate among AI/AN teens increased 12% between 2005 and 2007 – more than any other racial/ethnic group. This program focuses on reducing the negative consequences of teen pregnancy which impact the social and economic consequences of individuals, families, and the tribal community. This includes increased school dropout rates, decreased career opportunities and financial stability, increased health care costs, increased risk of participation in Indian Child Welfare, and an increased risk of incarceration.

This grant focuses on delivery of two main culturally appropriate curricula, Circle of Life for younger students and Discovery Dating for older students and utilizes other curricula and relevant material to educate and involve youth, parents/caregivers and community. Evaluation showed that 68.6% of all youth served reported that they were much more likely or more likely to abstain from sex after programming. GLITC Tribal PREP offers training to any interested persons who are willing to facilitate or co-facilitate the curricula, supplies all classrooms with curricula, offers classroom stipends for facilitating sessions, and offers snacks and participation incentives for youth enrolled in programming. GLITC Tribal PREP trained two new facilitators, one in Lac Courte Oreilles and one in Stockbridge-Munsee.

Value of the program: In fiscal year 2019, over $48,000 of funds were disbursed in the tribal communities of Stockbridge-Munsee and Lac Courte Oreilles providing classroom incentives, participant incentives and snacks, facilitator training, curricula and classroom supplies, and community events. The Program Director and Program Coordinator provided direct services, for a value of $110,000 in salary, fringe and site travel, for program facilitation and fidelity observations to both communities. In addition, the program evaluation costs of $58,000 allows for delivery of feedback, data, and technical assistance to the facilitators in both communities.

Tribes served and approximate number of participants in program: This grant primarily serves the Lac Courte Oreilles and Stockbridge-Munsee tribes but serves all tribal members residing or attending schools in Sawyer or Shawano Counties. During the 2018 – 2019 academic year, the second year of programming, program implementation began at Bowler School serving 45 students in grades seven and 11, continued implementation in Lac Courte Oreilles Ojibwe School serving 25 students in grades six and eight, and Gresham School serving 41 students in grades five and nine.

Of the 111 youth who participated, 104 youth successfully completed both pre and post programs surveys and 70% of those reported a tribal affiliation.

In collaboration with the Sawyer County Health Department, 104 eighth graders from Sawyer County schools attended a full day session to learn lessons in financial literacy. Specifically, workshops concerning budgeting, saving tips, using credit, and seeking employment were held.

Music Therapy Sessions were held in July in cooperation with Shawano Boys & Girls Club in the summer strategies. We were able to reach 35 youth between the ages of ten and thirteen and anecdotal evidence showed improvement in self-regulation, according to the Club Director.
Additionally, the program brought Gyasi Ross, a nationally known Native American author, lawyer, and activist to over 400 middle and high school students in Gresham, Bowler and Lac Courte Oreilles Ojibwe Schools. Gyasi Ross also presented at an evening event at Sevenwinds Casino in Lac Courte Oreilles with 41 community members and youth attending.

In September, the first month of the 2019-2020 academic year, the program has implemented curricula in the Bowler School for 66 students and will serve an additional 45 students in the second semester. In the Gresham School Tribal PREP began serving 38 students and anticipates serving an additional 40 students in the Lac Courte Oreilles Ojibwe School. The expected enrollment has increased to 189 students for the 2019-2020 academic year.

**Duration of the grant/program:** 9/30/2016 – 9/29/2021.

**Tribal “Senior Medicare Patrol”**

**Senior Medicare Patrol**

Mary Wolf, Program Director
Grace Livingston, Tribal Elder Benefits Specialist – Bad River office

*Funding $25,000*

**Purpose of the program:** Senior Medicare Patrols (SMPs) empower and assist Medicare beneficiaries, their families, and caregivers to prevent, detect, and report health care fraud, errors, and abuse through outreach, counseling, and education. SMPs are grant-funded projects of the federal U.S. Department of Health and Human Services (HHS), U.S. Administration for Community Living (ACL).

**Value of the program:** The Tribal Senior Medicare Patrol (SMP) assist Tribal Elders through trained volunteers to help educate and empower Medicare beneficiaries in the fight against health care fraud. Your SMP can help you with your questions, concerns, or complaints about potential fraud and abuse issues. It also can provide information and educational presentations.

**Tribes served and approximate number of participants in program:** This program serves at Wisconsin tribal Elders in the state.

**Duration of the grant/program:** Great Lakes Inter-Tribal Council access this program through its partnership and annually renewal contract with the Great Wisconsin Agency on Aging Resources (GWAAR).
Other notable activities: Grace and Mary presented on SMP August 9 at the Menominee Elder Picnic event in Kenosha and provided SMP information at the Title VI Conference August 13-16 in Minneapolis. They will provide information at the Ho-Chunk Nation’s Elder Summit/Expo August 27 and will present at the LCO Tribe’s MIPPA event September 9, in Hayward. Grace Livingston, Tribal Elder Benefits Specialist with GLITC, has been sharing the SMP message with many tribal elders at meal sites. Grace and Mary Wolf attended the Bad River Health Fair where over 800 people attended! Grace was also on hand at the St. Croix Aging Unit’s Annual Caregiver Conference on July 17-18, 2019 in Danbury, WI, where they had a great turnout with 125 people registered on the first day and 98 people on the second day. They had good speakers both days. During her time with the elders, Grace explains the SMP program and talks about the important role that volunteers can play in educating the communities to PROTECT (yourself, our elders and tribe), DETECT and REPORT anything that doesn’t look right on the Medicare Summary Notice to the SMP team.

Tribal Technical Assistance Center (TTAC)

Mary Wolf, Program Director
Wendell Holt, Program Lead Aging and Disability
Funding $142,165

Purpose of the program: Provide technical assistance to the tribal aging units funded through the Older Americans Act. To serve as a liaison to the Greater Wisconsin Agency on Aging Resources (GWAAR), the Area Agency on Aging (AAA) for 69 Counties and 11 tribes, and State Office on Aging sharing information, communicating ideas and concerns and problem solving. Serves as the Title III liaison for Wisconsin to Administration on Aging (AoA) Title VI program.

Program goals and objectives:
• Directly providing technical assistance to the 11 tribes Tribal Aging Units (TAU), including establishing three-year plans and budgets as funded through GWAAR.
• Annually assessing each tribe’s compliance to the Wisconsin Elders Act requirements, reviewing and approving annual amendments & budgets for each Tribal Aging units plan.
• Directly assisting GWAAR in meeting its three-year plan for supporting tribes and assessing goals.
• Directly facilitating and supporting six annual Tribal Aging Unit Association meetings.

Value of the program: The TTAC provides quality assurance for tribes to meet their requirements under the Older Americans Act through Title III and Title VI. Eligible tribal organizations receive grants in support of the delivery of home and community-based supportive services for their elders, including nutrition services and support for family and informal caregivers.
**Tribes served and approximate number of participants in program:** All 11 Wisconsin TAUs and the Tribal Aging Unit Association membership which includes Lac Vieux Desert.

**Duration of the grant/program:** Annually renewable contract on a calendar year basis with the Area Agency on Aging (GWAAR) serving 11 tribes and 69 counties.

**Other notable activities:** In 2019, Mary lead and facilitated the Tribal Aging Unit Association and assisted the Wisconsin Tribal Aging Units in a new assessment process instituted by GWAAR. In 2019 focused TTAC activities included; assisting Tribes in their Title VI applications to the Administration on Aging for the next four year funding period, Caregiver Support Programs and Health Promotion programs. Mary also has taken over the leadership for the Senior Medicare Patrol Program as well as the Tribal Elderly Benefits Specialist program.

**Wisconsin Native American Tobacco Network (WNATN)**

*Angela Veitch, Program Director*

*Funding $116,400*

**Purpose of the Program:** The purpose of WNATN is to work with Wisconsin’s 11 tribes to prevent commercial tobacco abuse and vaping, eliminate second-hand smoke exposure, and restore respect for traditional tobacco’s important role in daily life.

**Program goals and objectives:** WNATN respects the unique cultural and ceremonial use of tobacco while aggressively pursuing the prevention and elimination of commercial tobacco abuse and vaping by utilizing best practices. The process is accomplished through capacity building, education and increasing awareness of traditional tobacco use in a culturally appropriate manner.

**Benefit to individual tribes:** WNATN collaborates with tribal communities for their own prevention requests, goals, and needs. Specific focus is on policy initiatives, strategic partnerships, encouraging growth, promoting effective change, fostering relationships, and preserving traditions.

**Value of the program:** WNATN is funded by the Wisconsin Department of Health Services – Tobacco Prevention and Control Program (TPCP). Approximately $20,000 is allocated either directly or indirectly to the 11 tribes in Wisconsin. WNATN provides all travelling expenses to Wisconsin representatives for in-person meetings, incentives (as budget allows), office supplies (as budget allows), and technical assistance.

Meeting expenses include listening sessions and health events. WNATN conducts monthly online meetings to review and update members on the five-year strategic plan. WNATN also creates educational media resources for dissemination and manages group folders to make pertinent information accessible to tribal communities.

Assistance and external coordination includes, but is not limited to, presenting on culturally relevant information, meeting with tribal youth, drafting polices with tribal councils and local wellness coalitions, and administering surveys, drafting input to strategic action plans, highlighting Wisconsin tribal leaders in public health via national platforms, and modifying work plan activities to fit prevention methods of respective tribe.
Tribes served and approximate number of participants in program: All Wisconsin tribes are served at the level of participation each chooses. Funds within the scope of the grant are typically available year-round for new events and initiatives requested by communities.

Duration of the grant/program: WNATN is an annual program running from October 1, 2019, to June 30, 2020. Funding for TPCP is considered and written into the state’s biennial budget.

Our Program in Your Community

<table>
<thead>
<tr>
<th>Tribe</th>
<th>Primary Representative</th>
<th>Secondary Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bad River Band of the Lake Superior Tribe of Chippewa Indians</td>
<td>Kristi Broeniman, Exec. Dir. Bad River Boys &amp; Girls Club <a href="mailto:BGCEexecDir@badriver-nsn.gov">BGCEexecDir@badriver-nsn.gov</a></td>
<td>vacant</td>
</tr>
<tr>
<td>Ho-Chunk Nation</td>
<td>Cari Ritter, P.A., Health Educator House of Wellness <a href="mailto:Cari.Ritter@ho-chunk.com">Cari.Ritter@ho-chunk.com</a></td>
<td>Abigail Moore, Pharmacy Mgr. House of Wellness <a href="mailto:abigail.moore@ho-chunk.com">abigail.moore@ho-chunk.com</a></td>
</tr>
<tr>
<td>Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin</td>
<td>Melinda Young, Dir. of Nursing LCO Community Health Center <a href="mailto:myoung@icohc.com">myoung@icohc.com</a></td>
<td>vacant</td>
</tr>
<tr>
<td>Lac du Flambeau Band of Lake Superior Chippewa Indian</td>
<td>Sarah Keuer, RN, BSN Peter Christensen Health Center <a href="mailto:skeuer@pchclinic.com">skeuer@pchclinic.com</a></td>
<td>Dave Poupart, RN, CH Supervisor Peter Christensen Health Center <a href="mailto:dpoupart@pchclinic.com">dpoupart@pchclinic.com</a></td>
</tr>
<tr>
<td>Menominee Indian Tribe of Wisconsin</td>
<td>Tracy Hanneman, MSE, TTS Tobacco Treatment Specialist Menominee Tribal Clinic <a href="mailto:TracyH@MTClinic.net">TracyH@MTClinic.net</a> (715) 799-5435</td>
<td>Brandon Waupekenay, MA Behavioral Health Coordinator Menominee Tribal Clinic <a href="mailto:BrandonW@MTClinic.net">BrandonW@MTClinic.net</a></td>
</tr>
<tr>
<td>Red Cliff Band of Lake Superior Chippewa Indians</td>
<td>Derek Gordon GHWIC Project Director Red Cliff Community Health Center <a href="mailto:dgordon@redcliffhealth.org">dgordon@redcliffhealth.org</a> (715) 779-3707</td>
<td>Sandy Gokee Language/Culture Coordinator <a href="mailto:Sandy.Gokee@redcliff-nsn.gov">Sandy.Gokee@redcliff-nsn.gov</a></td>
</tr>
<tr>
<td>St. Croix Chippewa Indians of Wisconsin</td>
<td>Pamela Nichols, BSN, RN, CDE Tobacco Cessation Specialist St. Croix Tribal Health Clinic <a href="mailto:pamn@stcroixojbwe-nsn.gov">pamn@stcroixojbwe-nsn.gov</a></td>
<td>Shara’lanee’ Staples-Skinaway Prevention Specialist St. Croix Health and Human Services <a href="mailto:sharalanees@stcroixojbwe-nsn.gov">sharalanees@stcroixojbwe-nsn.gov</a></td>
</tr>
<tr>
<td>Sokaogon Chippewa Community</td>
<td>Cassandra Graikowski Tribal Historic Preservation Officer Sokaogon Chippewa Community <a href="mailto:cassandra.graikowski@scc-nsn.gov">cassandra.graikowski@scc-nsn.gov</a> (715) 478-6449</td>
<td>Ryan Randall Cultural Committee Lead Sokaogon Chippewa Community <a href="mailto:ryan.randall@scc-nsn.gov">ryan.randall@scc-nsn.gov</a></td>
</tr>
<tr>
<td>Stockbridge-Munsee Community</td>
<td>Vera (Judy) Heubel, RN BSN, TTS-C Community Health Outreach Director Health &amp; Wellness Center <a href="mailto:vera.heubel@mohican.com">vera.heubel@mohican.com</a> (715) 793-5060</td>
<td>vacant</td>
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HR Highlights

Ethnicity Insights

Current Staff

Hired FY19

Turnover Rate 2015 - 2019

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<td>2015</td>
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<td>2018</td>
<td>48.60</td>
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<tr>
<td>2019</td>
<td>32.62</td>
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## Great Lakes Inter-Tribal Council Staff

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<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Location</th>
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<tbody>
<tr>
<td>Allen, Kelly</td>
<td>Fiscal and Administrative Assistant, Maternal/Child Health Programs</td>
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<tr>
<td>Bliss, Stephanie</td>
<td>Program Manager/Epidemiologist, Great Lakes Inter-Tribal Epidemiology Center</td>
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<tr>
<td>Brown, Gina</td>
<td>Staff Accountant</td>
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<tr>
<td>Buechner, Traci</td>
<td>Fiscal and Administrative Assistant, Great Lakes Inter-Tribal Epidemiology Center</td>
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<tr>
<td>Castillo, Claudia</td>
<td>Family Support Specialist/Family Resource Specialist, Lac du Flambeau Healthy Families</td>
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<tr>
<td>Cathey, Rebecca</td>
<td>Evaluator, Great Lakes Inter-Tribal Epidemiology Center</td>
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<tr>
<td>Cleereman, Ann</td>
<td>Disability Benefit Specialist</td>
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<tr>
<td>Corbesia, Jori</td>
<td>Counselor, Vocational Rehabilitation, Northeast Region</td>
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<tr>
<td>Coughtry, Rachel</td>
<td>Disability Benefit Specialist</td>
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<tr>
<td>Crabbe, Gifty</td>
<td>Epidemiologist, Great Lakes Inter-Tribal Epidemiology Center</td>
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<tr>
<td>Denslinger, Christina</td>
<td>Program Manager/Sr. Epidemiologist, Great Lakes Inter-Tribal Epidemiology Center</td>
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<tr>
<td>Ebbert, Linda</td>
<td>Program Director, Rural Infant Health Title V Maternal Child Health Block Grant</td>
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<tr>
<td>Fink, Jordyn</td>
<td>Administrative Assistant, Great Lakes Inter-Tribal Epidemiology Center</td>
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<tr>
<td>Garcia, Kassandra</td>
<td>Nutrition Educator, Supplemental Nutrition Assistance Program</td>
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<tr>
<td>Gavin, Donna</td>
<td>Human Resources Director</td>
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<tr>
<td>Gonzalez, German</td>
<td>Director/Medical Epidemiologist, Great Lakes Inter-Tribal Epidemiology Center</td>
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<td>Hofstedt, Diane</td>
<td>Counselor, Vocational Rehabilitation, Central &amp; South Region</td>
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<td>Hogan, Marissa</td>
<td>Epidemiologist, Great Lakes Inter-Tribal Epidemiology Center</td>
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<tr>
<td>Holt, Wendell</td>
<td>Program Support Lead, Tribal Aging and Disability</td>
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<tr>
<td>Hunter, Lori</td>
<td>Program Director, Tribal Personal Responsibility Education Program (PREP)</td>
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<td>Jacoby, Shirley</td>
<td>Senior Accountant</td>
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<tr>
<td>John, Anthony</td>
<td>Program Director, American Indians with Disabilities (Vocational Rehabilitation) and American Indian Vocational Rehabilitation</td>
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<td>Johnson, Karen</td>
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<td>King-Francour, Margaret</td>
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<td>LaBelle Milek, Kim</td>
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<td>LaVake, Carolyn</td>
<td>Program Director, Small Business Technical Assistance</td>
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<td>Lemieux, Linda</td>
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<td>LeSieur, Allie</td>
<td>Family Support Specialist, Lac du Flambeau Healthy Families</td>
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<td>Lincoln, Don</td>
<td>Fiscal Assistant, Elders (Foster Grandparent and Senior Companion Volunteers)</td>
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<td>Livingston, Grace</td>
<td>Elder Benefits Specialist</td>
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<td>Lucas-Pipkorn, Samantha</td>
<td>Program Manager/Sr. Epidemiologist, Great Lakes Inter-Tribal Epidemiology Center</td>
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<tr>
<td>Meza, Azael</td>
<td>Program Coordinator, Great Lakes Native American Research Center for Health</td>
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<tr>
<td>Murray, Julie</td>
<td>Fiscal and Administrative Assistant, Vocational Rehabilitation for Native Americans</td>
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<td>Nemec, Cheri</td>
<td>Program Director, Women Infant and Children (WIC), Nutrition Education and Breastfeeding the Traditional Way</td>
<td></td>
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<tr>
<td>Nevala, Maria</td>
<td>Counselor, Vocational Rehabilitation, Northern Region</td>
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</table>
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2932 Highway 47 North
Lac du Flambeau, WI 54538

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